

Mr. Dwight Ink  
Executive Director  
Personnel Management Project  
U.S. Civil Service Commission  
Washington, D. C. 20415

Dear Mr. Ink:

As stated in our responses to previous Option Papers, the Central Intelligence Agency is statutorily excepted from the competitive service and exempt from many of the regulatory and administrative requirements of the Civil Service Commission. For all practical purposes, however, the Agency closely adheres to the concepts and principles applicable to Federal personnel management and, in so adhering, is usually affected to some degree by any change in Federal pay and benefits.

The contents of Option Paper Number Six are, therefore, of considerable interest to the Central Intelligence Agency, although the scope and complexity of the subject matter precludes an in-depth analysis and evaluation in the brief time allocated. Our initial review, however, does indicate that the Agency would be affected in a number of specific areas, such as the division of the General Schedule into two or more homogenous occupational groupings, payment of the GS work force on the basis of local rates, establishment of a separate occupational system for federal physicians, use of merit pay to improve and reward employee performance, improvements in the job evaluation process and relationships between blue-collar and white-collar pay rates.

We will be following closely the concluding work of the Personnel Management Project on Option Number Six and, if requested, will comment on recommendations which result from your current efforts.

F. W. M. Janney  
Director of Personnel  
Central Intelligence Agency

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**PRESIDENT'S  
REORGANIZATION  
PROJECT**

WASHINGTON, D.C. 20503

FEDERAL PERSONNEL MANAGEMENT PROJECT  
C/O U.S. CIVIL SERVICE COMMISSION  
1900 E STREET, N.W.  
WASHINGTON, D.C. 20415

October 14, 1977

MEMORANDUM

FROM : *Tom Murphy*  
Dwight Ink  
Executive Director

TO: : Personnel Directors

SUBJECT: Circulation of Option Paper 6  
for Widespread Review and Comment

Attached for your review is Option Paper 6, covering Federal job evaluation, pay, and benefit systems. Also attached is a copy of the letter that transmits the paper to the heads of departments and agencies.

Due to the impending deadlines faced by the Project, we were unable to follow our previous pattern of providing you with a draft version of the Option Paper for informal review.

The head of your agency will receive a copy of the paper directly. If your agency is included on the Working Group of the Project, the member who represents the agency will also receive a copy directly. The Working Group is scheduled to discuss the paper Tuesday, October 25; and the members are expected to bring with them a sense of the views of the elements of their agencies that will be affected by the issues and options in the paper.

Others who will be receiving Option Paper 6 for review and comment are unions, veterans groups, equal employment opportunity and civil rights groups, citizen groups, public interest groups, professional associations, academic and research institutions, business groups, and interested individuals.

The deadline for comments on this paper is Thursday, October 27. While we do not want to disrupt established agency channels, we would welcome any comments direct from personnel directors. It would be especially helpful to get some feedback before the closing date for comments.



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October 14, 1977

TO: HEADS OF DEPARTMENTS AND AGENCIES

Option Paper 6, which we are now transmitting for your review and comment, presents options on Federal job evaluation, pay, and benefit systems. Specifically, it addresses the following issues: extension of pay, comparability to include benefits, method of measurement for comparing benefits, central authority for benefits changes, division of the general schedule, inclusion of State and local employees in comparability comparisons, merit pay, job evaluation, and blue-collar/white-collar relationships.

Option Paper 6 is being widely distributed to Federal agencies and to the Federal Executive Boards. Copies of the Option Paper are being sent directly to all personnel directors through the Interagency Advisory Group. In departments that are a part of the Working Group of the Project, we are sending a copy directly to the member of the Working Group who represents the department. The Working Group will meet on October 25 to discuss this paper, and the members will be expected to express views that approach a consensus of the department or agency at the meeting.

Others who will be receiving Option Paper 6 for review and comment are unions, veterans groups, equal employment opportunity and civil rights groups, citizens groups, public interest groups, professional associations, academic and research institutions, business groups, and interested individuals.

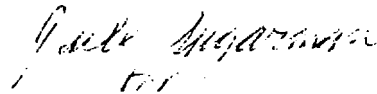
We are particularly interested in receiving your comments on the paper. Please send your comments by Thursday, October 27, 1977 to Dwight Ink; Executive Director, Personnel Management Project, in care of the U.S. Civil Service Commission, 1900 E Street, N.W., Washington, D.C. 20415.

This paper does not contain recommendations on any of the subjects which it covers. Its purpose is to describe the issues that the Task Force has discovered in its study of these aspects of personnel management, to outline options that are available, and to discuss some of the factors that would have to be considered in choosing among the options.

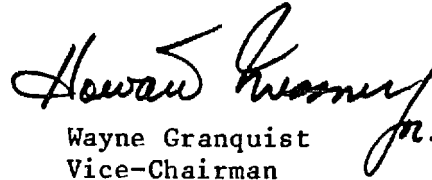
In commenting, please do not feel limited to the issues and options presented in the paper. If you or your colleagues can describe approaches other than those outlined, we will welcome them.

This is the last option paper that will be issued by the Personnel Management Project. We sincerely appreciate the help and cooperation that you have extended to this Project. We will be giving serious consideration to your comments as we develop recommendations to the President.

Sincerely yours,



Alan K. Campbell  
Chairman



Wayne Granquist  
Vice-Chairman

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